



Trucking HR Canada, along with a coalition of industry partners are working together to address the growing labour shortage facing both driving and non-driving positions.

In response to the cost barriers associated with training, our driver training grants will help ensure that we continue to train and employ drivers across Canada's trucking industry.

The financial wage incentives will support employers with recruitment for other in demand occupations.



CAREER EXPRESSWAY

Receive up to \$10,000 in training grants and wage incentives

Wage Financial Incentive

Up to \$10,000 in wage financial incentives for in demand, non-driving positions

Driver Training Grants

Up to \$10,000 in driver training subsidy

The program is open to all Canadian trucking and logistics employers who are looking to hire for driving and non-driving positions. Qualified candidates must be either a Canadian citizen, Permanent Resident or granted Refugee Status.

Partners in our Wage Financial Incentive will be reimbursed up to 75% of the salary available to be paid to the employee, up to a maximum of \$10,000 per qualified employee.

Our driver training grant offers up to \$10,000 in support to cover the cost of driver training to obtain entry level driver training. Successful trainees become eligible to receive the wage incentive of \$10,000 which is meant to assist the employer with any onboarding or finishing training.



For eligibility criteria and more information on how to apply, contact us at: info@truckinghr.com

CAREER EXPRESSWAY NEW TRAINING AND WAGE INCENTIVES FREQUENTLY ASKED QUESTIONS

Prepared by:

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NEW TRAINING AND WAGE INCENTIVES

FREQUENTLY ASKED QUESTIONS

Trucking HR Canada, along with a coalition of industry partners is offering support to the transportation and logistics sector through the Sectoral Workforce Solutions Program (SWSP).

Through wage incentives and driver training grants, we are working to support a strong and sustainable supply chain which is critical to the health of the Canadian economy.

Q. What is the driver training grant?

Through Trucking HR Canada's (THRC) Career ExpressWay Program, we are working to address the need to bring new drivers to the industry by covering the cost of driver training. New recruits can get the full cost covered, up to \$10,000 to cover the cost of entry-level driver training.

Q. What is the wage incentive?

- **Wage incentive for drivers** – recognizing the additional costs to employers to onboard and train new drivers, the program offers a wage incentive of up to \$10,000 to ensure newly trained drivers are properly prepared for a successful career behind the wheel.
- **Wage incentive for non-driving occupations** – recognizing the need to support trucking and logistics employers with recruiting for other in-demand occupations, wage incentives of up to \$10,000 are available for new hires.

Q. How do I apply?

Interested employers can submit a request through our [Expression of Interest](#) page. Someone from THRC will promptly follow up to discuss how to apply. The application includes demonstrating that the employer has sound HR practices in place and agrees to the parameters of the program as described in the employer agreement.

Q. Who is eligible to receive the wage financial incentive?

New hires for in demand positions within an approved employer are eligible for funding through this program. In order to qualify, the employee must be:

- Canadian citizens, permanent residents, or persons who have been granted refugee status in Canada
- Legally entitled to work according to the relevant provincial/territorial legislation and regulations
- Newly hired by the employer

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FREQUENTLY ASKED QUESTIONS

Q. Who is eligible to participate in the driver training program?

Individuals who are interested in obtaining entry level training for their commercial driver's licence. In order to qualify, the individual must be:

- Canadian citizens, permanent residents, or persons who have been granted refugee status in Canada
- Legally entitled to work according to the relevant provincial/territorial legislation and regulations

Current employees looking to upskill to become a driver are potentially eligible for this grant.

Q. Can those in Canada on a work visa apply for this funding?

Eligible participants must be able to provide proof of Canadian citizenship, permanent residency or refugee status. Those in Canada exclusively on a work-permit do not qualify for this funding.

Q. Is there any additional funding for underserved or equity deserving groups?

Yes. For certain qualified groups, there is the potential to receive up to an additional \$5,000 in financial wage incentives for equity deserving groups. These groups include:

- Women
- Indigenous
- Black Canadians
- Other racialized communities or visible minorities
- People with disabilities
- LGBTQ2
- Newcomers to Canada (0-5 years)

Please note that this additional funding is limited and not guaranteed.

Q. How long is this phase of funding available?

The first phase of this project will end in Fall 2023. The second phase of funding will become available in Fall of 2023 until the end of March 2024. Details on this stage of funding will be released at a later date.

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Q. How is the funding provided for the Financial Wage Incentive?

Once an employee is approved to receive the wage incentive, employers can begin to submit their paystubs through a link provided by THRC at that time. In order to be eligible for the funding, the paystubs must include all employer contributions such as Employment Insurance, Canada Pension Plan, Income Tax, and all provincially mandated contributions.

Q. How is funding provided for the Driver Training Grant?

Once an individual is approved to receive funding for their entry level training, THRC will request a proof of enrollment and tuition invoice. Funding will then be transferred directly to the employer to arrange payment with the driving training program.

Q. Are all driver training programs in Canada eligible to receive funding for training?

THRC will request that those training schools not previously engaged in our programming provide further information to ensure they are compliant with MELT or other provincial standards. Schools who are interested in participating as a training school in this program are encouraged to reach out to us at info@truckinghr.com.

Q. My company has its own driver training program, can I qualify to receive funding for training drivers?

Like all driver training programs, in-house programs are welcome to apply but are also required to submit information to determine their eligibility in this project. In addition to this, invoices for the cost of training are required in order to receive remittance for the cost of training.

Q. Can I apply for both the driver training grant and wage incentives?

Yes. Employers are encouraged to participate in both programs at the same time.

Q. Once an individual completes their driver-training, can they apply for the wage incentive?

Yes, once an individual completes their driver training, they then become eligible to receive the wage incentive of \$10,000 which is meant to assist the employer with any onboarding or finishing training.

NEW TRAINING AND WAGE INCENTIVES FREQUENTLY ASKED QUESTIONS

Q. Can I submit an existing employee to participate in the Driver Training Program?

Yes, current employees in a non-driving position looking to upskill into a driver role may qualify for \$10,000 in funding to receive their entry level training.

Please reach out to Trucking HR Canada to see if your employee may qualify for this funding.

Q. Can I submit an existing employee to receive the financial wage incentive?

No, current employees are not eligible for the financial wage incentive. Only those employees who are hired after the employer's acceptance into the program are qualified for this funding.

Q. Do I need to hire someone once they complete their driver-training?

It is expected that any individual put forward to receive the driver-training grant has been appropriately vetted with the expectation that the employer will hire those who successfully complete their entry level training.

Q. Who can I contact for more information?

Please feel free to direct any questions to Trucking HR Canada's Director of Stakeholder Relations, Vincent Custode at vcustode@truckinghr.com.

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Canada

